

FAMILY MEMBER OVERSEAS EMPLOYMENT METHODS

Hiring Authority	Family Member Appointment (FMA)	PIT (Part-Time Intermittent Temporary of less than one year duration); also direct hire (May be used for EFM and non-EFM)	USPSC (U.S. Personal Services Contract. Primarily for local resident U.S. Citizen; may be used for Family Member)
Legal & Regulatory Authority Basis	FS Act of 1980, as amended. 3 FAM 8200.	FS Act of 1980. 3 FAM 8200, Appendix A (Old 3 FAM 123).	22 U.S.C. 2669[c] 3 FAM 8100, App. A (Old 3 FAM 170)
ELIGIBILITY ISSUES A. Who Authorizes? B. Who Classifies? C. FTE Requirement	A. Bureau B. Bureau up to FP-5; PER/RMA for FP-4 & above. C. Included against Bureau and Post FTE ceiling.	A. Bureau B. Bureau up to FP-5; PER/RMA for FP-4 & above. C. Included against Bureau and Post FTE ceiling.	NOT
Security Clearance Requirements	Yes. 12 FAM 230. Same as PIT.	3 FAM 8200 , Appendix A (previous 3 FAM 123) provides guidelines, but leaves position sensitivity to post discretion.	PREFERRED METHOD OF EMPLOYMENT.
Citizenship and Age Requirements	➤ U.S. Citizen Family member of USG career employee ➤ 16 with high school diploma; 18 otherwise.	➤ U.S. Citizen ONLY ➤ 16 with high school diploma; 18 otherwise.	FOR EFMS
COMPENSATION A. Salary Schedule/Rates B. Premium Pay Eligibility	A. FS schedules (regular and extended). B. Yes. See 3 FAM 3000 for specifics.	A. FS schedules (regular and extended). B. Yes. See 3 FAM 3000 for specifics	
BENEFITS A. Leave B. Health Insurance C. Life Insurance D. Workers Comp	A. U.S. annual and sick. B. Yes. FEHB eligibility. C. Yes. FEGLI eligibility. D. Eligible	A. U.S. annual and sick. B. & C. No, unless hired directly from previously covered position with no service break. D. Eligible	REGULATIONS UNDER REVISION.
Retirement	Yes. FERS. (CSR if previously eligible.)	No retirement (FICA contributions are required.) CSR if hired directly from previous with no break in service.	
ALLOWANCES A. Post Allowance B. Post Differential Eligibility C. Danger Pay Eligibility D. Other Allowances Under 3 FAM	A. Eligible only if on full time appointment and post-specific exception has been auth. by DG. B. None. C. Eligible (Bureau authorizes). Danger pay is taxable. D. None	A. Eligible only if on full time appointment and post-specific exception has been auth. by DG. B. None. C. Eligible (Bureau authorizes). Danger pay is taxable. D. None	
U.S. Social Security (FICA)	Yes if on FERS. No if CSR.	Yes.	
Federal Service Credit for Leave & RIF	Yes.	Varies based on past USG appointments. Contact Personnel Officer for individual determinations.	
Non-Competitive Executive Order Credit	Yes.	Yes, if EFM.	
Incentive Awards Eligibility	Yes.	Yes.	
Commissary Privileges	Yes. See 6 FAM 500	Yes if EFM.	
TAXES			

This is an informal guide for illustration purposes only. Information should be verified in the appropriate regulations/FAM.
EFM-table :1/30/2000

A. Host Country Diplomatic Tax Exception B. U.S. Tax Status	A. Yes B. Entire salary and danger pay taxable.	A. Yes, if EFM. If non-EFM, may vary. B. Entire salary and danger pay taxable.	
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